

Data would be obtained from the records of the industries understudy and also research would be carried out among the top management, middle management and the junior staff of the industry especially the factory workers to identify their views and perception about their occupational health.

1.8 DEFINITION OF TERMS

Accident: Any unplanned event which may cause injury or damage. Any event which has or could have caused injury, damage or interruption of work

Environment: Those elements, Institutions, systems, etc, whose activities and services are essential for the effective performance of the organization, but are not subject to the control of the organization

Hazard: Potential source of danger or threat to life.

Management: The process of getting thing done effectively and efficiently, through and with other people

Safety: All those rules and regulations relating to the safety of firms operations, product and workers.

Toxic Substances: They are substances that are toxic which are being released from industries

1.6 SIGNIFICANCE OF THE STUDY

The fact that Nigeria is increasingly becoming industrialized daily, workers are not only exposed to dangerous machines at work, excessive noise, heat, but also exposed to chemical fumes and dust which are hazardous to health.

It is observed that in most industries or factories, most workers do not use any safety device and this makes them directly exposed to all forms of hazard that occurs in their work place. There is an indication that the health bills incurred in these factories are on the high side almost every month because the workers are always sent to various hospitals to receive medical treatment for illness and injuries sustained in the place of work.

Most workers of the world, Nigeria in particular are bread winners in their homes, thus the Justification for undertaking this study, as it affects the well-being and safety of workers in their work place. Due to the importance of Olam's Flour Mills, Ilorin and the employment of many Nigerians, any injury among the workers will bring hardship to the fellow worker, his immediate family, to the Management and to the country as a whole. It is therefore imperative and necessary to reduce the rate and prevalence of occupational health problems.

A study of occupational health hazard among workers of the companies (Olam's Flour Mills, Ilorin) will be of immense importance for the planning and implementation of safety measures in these companies and also provide data for the assessment of safety in work place. It is hoped that after this research, industries will be sensitized on the peculiar problems of the group of workers involved.

1.7 SCOPE OF THE STUDY

This study is designed to examine the effect of job hazards on productivity in the pharmaceutical industries. Olam's Flour Mills, Ilorin is the manufacturing industry used as the case study for this research work.

significant relationship between the level of training concerning safety measures and job hazards using Olam's Flour Mills, Ilorin for empirical demonstration.

1.3 RESEARCH QUESTIONS

1. Does occupational hazard has effect on the level of workers' productivity?
2. Is there adequate occupational health and safety policies on the organization?
3. Does safety measure has influence in occupational hazards in an organization?

1.4 OBJECTIVES OF THE STUDY

The broad objective of the study is aimed at determining the effect of job hazards on worker's productivity with particular reference to Olam's Flour Mills.

The following are the specific objectives are:

- i. To examine the effect of occupational health hazard on the level of productivity of worker.
- ii. To determine the effects of occupational health and safety policies have on occupational hazards exposed to the workers.
- iii. To ascertain influence of safety measure and practice on occupational hazards exposed to the workers.

1.5 RESEARCH HYPOTHESIS

The following research hypotheses were formulated to guide the conduct of the research.

H₁: There is no significant relationship between occupational hazard and worker's productivity.

H₂: There is no significant influence of the safety programmes on the reduction of occupational hazards

H₃: There is no significant relationship between safety measures put in place and occupational hazard.

of this, it is imperative to examine the effect of job hazards on the worker's productivity.

1.2 STATEMENT OF PROBLEM

The worldwide development of large industrial plants, led to the introduction of complex processes and installations and the use of new chemical mixture which have exposed many workers in the industries to job hazards, most especially the factory workers in the manufacturing of oil, drugs, beverages, detergents, paint and chemical dying industries. Over the years, job hazards have become a stumbling block to the growth and productivity of workers. It is an issue that has gained prominence in the recent past due to the adverse effects it brings along with it.

Due to the rise of industries especially manufacturing, it is fast becoming a norm to determine the state of health of workers in relation to the well-being of industries. As the industry or factory starts to witness an increase, this will serve as a boost abinitio like a small dose of a drug for a new addict. But then it takes more and more increase to provide a boost for the industry just as it takes a bigger and bigger dose of a drug to give a hardened addict a high.

The point here is that, as the industry witness more and more boost in productivity, the adverse effects it has on workers in terms of greater hazards is a matter of urgency that needs to be ironed out before it gets out of hand. In Nigeria, job hazards are on the rise. It has become so detrimental to the extent that workers' life is always on the line every time they embark on their daily duties. It can be said with all authenticity that industries in Nigeria especially manufacturing, job hazards constitute a major setback as it relates to workers.

The concern of this research work is to establish if there is any significant relationship between the job hazards and productivity in the manufacturing industry, if there is significant difference between workers with occupational hazards and those without hazards across the job experiences, and if there is

Occupational Health is a multidisciplinary activity aim at protecting and promoting the health of workers by preventing and controlling occupational diseases and accidents by eliminating factors and conditions hazardous to health and safety at work. Occupational Health has gradually developed from a mono-disciplinary, risk-oriented activity to a multi-disciplinary and comprehensive approach that considers an individual's physical, mental and social well-being, general health and personal development.

The degree of hazards varies from factory to factory depending on the work environment and the technical skill of the machine operators or factory workers. Developing countries of the world live in poverty and disease circle. Industrialization in the 50's/60's came as a welcoming process of breaking this circle of poverty and disease, thus the peasants who were subsistence farmers, and know little about modern methods of production became readily available work force for the industries; exposing them to diseases of various occupations and hazards therein.

Occupational accidents occur in both developed and developing countries. They arise from a conjunction of hazards and an unsuspecting person. The cause of accidents can therefore be as a result of human or environment factors. The human factors include the physical capabilities of the worker, which may not meet his job requirements.

Physiological factors such as age, sex, working hours, experience and psychological problems have effects on accident. The environmental factors that can cause accident are faulty machine, poor illumination, and noise (Asogwa, 1978). The effect of occupational accidents has been tremendous among workers worldwide. It has caused the loss of several lives, caused several disabling injuries and has been responsible for a lot of sickness and absence from work. Therefore, job hazards seems to represent a potent factor on the quantity of output and in view

cores, glean, use sensitive equipment without asking permission, and test cables under tension with bare hands, including others without taking into account the danger nature of their action for their productivity. One wonders if these artisans know the health and productivity implications of these negligent actions or behaviors. These careless actions have led to the untimely death of some, blindness, amputation and other injuries or health challenges of the artisans. The magnitude of effect on these issues on the productivity and economy growth of Ido state is the challenge of this study.

Health is the greatest asset of a country and it is the foundation on which the entire production capacity of the people rests. The conservation of health in the economically active age groups result in increased productivity of the labour force and also facilitates return on investments. As a result of industrial revolution worldwide, of which Nigeria is inclusive, man's mode of production has greatly shifted base from the use of sheer physical forces prevalent at the primitive era to the manipulation of machine and gadgets. Regrettably, mechanization of production processes has ushered in a multitude of health problems of industrial origin summarily referred to as occupational health hazards (Nwachukwu, 2020). This new development has necessitated a fresh campaign for the protection of industrial workers from hazards which are inimical to their health, safety and welfare through the provision of occupation health services in which prime responsibility for occupation health lies with the employer.

Organizations are set up to achieve specific goals and objectives. Such objectives are achieved by harnessing the resources available including human resources. The human resource is the most critical asset of the organization because other assets are inanimate. There is the need to provide the enabling environment for the performance of the job, including motivation of staff. In recent times, the issue of safety at work and occupational hazards in relation to employees' performance has become a critical one.

organizational management: changing work, workforce and workplaces, safety concerns, and consequently greater workforce expectations. Workplaces have become more complex and safety-prone (Keraka, 2020). These changes could be affecting the productivity of the employees. Moreover, as recorded by Obrenovic et al. (2020), workplace safety programmes adopted by organisations may not be adequate' for protecting employees from modern workplace job hazards, which may hinder their productivity.

In addition (Gupta et al., 2016) and Bayram (2022) opine that new technologies expose employees to new safety risks, while globalization has led to a diverse workforce with diverse safety attitudes. Literature by Al Mazrouei et al. (2019) and Saleem et al. (2021) notes that recent interests are shifting towards adopting safety programmes that fully protect employees enabling productivity at work. Extant literature (Ndegwa et al., 2022); Malavi et al. (2021) has further noted that adopting such programmes is low, slow, and not supported by productivity consideration

In general, it has been observed by researchers such as Rockefeller Foundation, (2013) and Ahmed, Usman, Nazir and Shaukat, (2018) that informal workers (artisans) are particularly vulnerable to occupational injuries and illnesses due to poverty illiteracy and precarious and dangerous working conditions. These injuries and illnesses have a negative impact on the productivity of artisans which directly affect the economy of the state. These artisans or workers in the informal sector are largely engaged in services or activities such as spraying, painting, vehicle engine repair, welding, cleaning, cutting, grinding, servicing, /styling, wood working, etc, where they are exposed to various hazards such as light/radiation, welding fumes, sharp metals, electric current, heat noise, sparks, vibrations, chemicals, etc. in their working environment. It is easy to see some artisans lift or carry heavy loads manually, work without protective/safety equipment, litter the street with lethal oil, eat without washing their hands, play in

CHAPTER ONE INTRODUCTION

1.1 BACKGROUND TO THE STUDY

The rate of occupational injuries and illnesses is increasing in most developing economies around the world, it has been estimated that over 120 million accidents occur in the workplace with over 200,000 deaths per year in developing countries (Lund and Marriott, in Sujan, Sanju, Grish & Uday, 2018). Occupational hazards can lead to serious lifelong health problems in workers due to poor sanitation and an inadequate or unsafe work environment, which can lead to low worker productivity and negatively affect 'economy. Academically, huge productivity, economic growth and development can be achieved by the encouragement, improvement or promotion of good health, safety and better quality of the working environment.

According to World Health Organization (WHO) in Sujan, Sanju, Grish . and Uday (2018), poor occupational health can reduce capacity of workers which accounts for a loss of upto 10–20% of the gross national product (GNP) of a country worldwide. Occupational diseases, illnesses, and death accounts for an estimated loss of 4% of the country's gross domestic product (Amponash & Dartey, 2003). In 2016, International Labor Organization (ILO) estimated that 6300 people die every day due to occupational accidents and over 2.3 million deaths occur per year as a result of work related sicknesses. Most of the work of artisans is in the informal sector which falls outside the scope of government, labour, occupational safety and health regulations.

Organizations rely on employees to function and meet the set objectives. They, therefore, use resources to sustain and maintain a productive workforce. Inadequate workplace safety may inhibit employee productivity (European employee productivity institute, 2019). Current issues such as globalization, legal requirements, and technological revolution have significant implications on